



Personnel Schedules

Authorized Personnel

- General Fund
- Water / Wastewater Utility Fund
- Hotel Occupancy Tax Fund

Pay & Classification Plan

- Listing by Title
- Listing by Range
- Public Safety

Authorized Personnel - General Fund

Department	Positions			Full Time Equivalents		
	2007-08 Actual	2008-09 Revised	2009-10 Approved	2007-08 Actual	2008-09 Revised	2009-10 Approved
Administration	13	13	13	13.00	13.00	13.00
Legal Services	0	0	0	0.00	0.00	0.00
Planning & Community Development	20	20	20	19.75	19.75	19.75
Information Technology	22	22	22	22.00	22.00	22.00
Building Inspections	12	12	12	12.00	12.00	12.00
Finance	23	23	23	22.50	22.50	22.50
Purchasing	9	9	9	9.00	9.00	9.00
General Services	0	0	0	0.00	0.00	0.00
Library	32	33	33	29.25	29.25	29.25
Police	209	214	215	208.00	213.00	213.00
Fire	129	129	129	129.00	129.00	129.00
Parks & Recreation	106	108	108	94.50	96.50	96.50
Human Resources	11	11	11	10.75	10.75	10.75
Engineering & Development Services	44	45	45	43.75	44.75	44.75
Streets	48	48	48	48.00	48.00	48.00
Transportation	9	9	9	8.50	8.50	8.50
City Shop	15	15	15	15.00	15.00	15.00
Municipal Court	12	12	12	10.50	10.50	10.50
Total	714	723	724	695.50	703.50	703.50

Personnel Schedules

Authorized Personnel by Fund

Authorized Personnel - Utility Fund

Department	Positions			Full Time Equivalents		
	2007-08 Actual	2008-09 Revised	2009-10 Approved	2007-08 Actual	2008-09 Revised	2009-10 Approved
Utilities Administration	10	8	8	10.00	8.00	8.00
Water Treatment Plant	17	18	18	17.00	18.00	18.00
Water Systems Support	21	21	21	21.00	21.00	21.00
Water Line Maintenance	31	32	33	31.00	32.00	33.00
Wastewater Treatment Plant	0	0	0	0.00	0.00	0.00
Wastewater Systems Support	4	4	4	4.00	4.00	4.00
Wastewater Lines Maintenance	27	28	27	27.00	28.00	27.00
Environmental Services	5	6	6	5.00	6.00	6.00
Utility Billings & Collections	16	16	16	15.00	15.00	15.00
Total	131	133	133	130.00	132.00	132.00

Authorized Personnel - Hotel Occupancy Tax Fund

Department	Positions			Full Time Equivalents		
	2007-08 Actual	2008-09 Revised	2009-10 Approved	2007-08 Actual	2008-09 Revised	2009-10 Approved
Convention & Visitors Bureau	4	4	4	3.50	3.50	3.50
Total	4	4	4	3.50	3.50	3.50

Authorized Personnel Summary

Department	Positions			Full Time Equivalents		
	2007-08 Actual	2008-09 Revised	2009-10 Approved	2007-08 Actual	2008-09 Revised	2009-10 Approved
General Fund	714	724	724	695.50	703.50	703.50
Utility Fund	131	133	133	130.00	132.00	132.00
Hotel Occupancy Tax Fund	4	4	4	3.50	3.50	3.50
Total Authorized Positions	849	861	861	829.00	839.00	839.00

Pay & Classification - October 1, 2009

Classification	Range
Accountant I	10
Accountant II	12
Accounting Supervisor	13
Accounting Technician I	6
Accounting Technician II	8
Accreditation Manager	11
Administrative Assistant	9
Administrative Manager	15
Administrative Technician I	5
Administrative Technician II	6
Administrative Technician III	8
Animal Control Officer	6
Animal Control Supervisor	10
Arborist	10
Assistant City Engineer	16
Assistant City Manager	20
Assistant City Secretary	11
Assistant Finance Director	16
Assistant PARD Director	16
Associate Planner*	11
Assistant Police Chief	18
Assistant Street & Drainage Superintendent	12
Athletics/Aquatics Manager	14
Athletics/Aquatics Programs Supervisor	10
Bridge Maintenance Specialist	9
Brush Service Rep	6
Budget Analyst I	11
Budget Analyst II	12
Budget Manager	15
Budget Supervisor	13
Building Inspector	9
Building Permit Technician	8
Bus Driver	4
Business Consultant	13
Buyer I	8
Buyer II	9
Chief Building Official	15
Chief Commercial Inspector	13
Chief Construction Inspector	13
Chief Electrical Inspector	13
Chief of PW Operations	19

Personnel Schedules

Pay & Classification - by Title

Pay & Classification - October 1, 2009

Classification	Range
Chief Residential Inspector	12
City Engineer	18
City Secretary	14
Code Enforcement Officer	9
Code Enforcement Supervisor	11
Commercial Inspector	11
Communications Director	17
Communications Training Officer	10
Community Development Assistant	9
Community Development Coordinator	13
Computer Support Technician	8
Construction Inspection Assistant A/B*	7
Construction Inspector I-A/I-B*	9
Construction Inspector II-A/II-B*	11
Construction Inspector III*	12
Contract Specialist	11
Contract Technician	6
Controller	16
Court Administrator	13
Court Bailiff	9
Crime Scene Specialist I	11
Crime Scene Specialist II	12
Custodian	4
Customer Service Representative I*	5
Customer Service Representative II*	6
Customer Service Representative III*	7
Customer Service Supervisor	10
Database Administrator	14
Deputy Clerk I	6
Deputy Clerk II	7
Director, Convention & Visitor's Bureau	16
Emergency Management Coordinator	14
Engineer I/II*	14
Engineer III*	15
Engineer IV	16
Engineering Assistant I*	10
Engineering Assistant II*	11
Engineering Assistant III*	12
Engineering Associate I*	12
Engineering Associate II*	13
Engineering Technician I*	8

Pay & Classification - October 1, 2009

Classification	Range
Engineering Technician II*	9
Enterprise Applications Manager	16
Environmental Lab Analyst	9
Environmental Systems Supervisor	13
Equipment Operator I	5
Equipment Operator II	6
Equipment Operator III	7
Evidence Control Supervisor	11
Evidence Technician	8
Executive Administrative Assistant	11
Facility Controls Electrician	9
Facility Maintenance Coordinator	12
Facility Maintenance Technician	8
Field Laboratory Technician	6
Field Service Representative I*	5
Field Service Representative II*	6
Field Service Representative III/IV*	7
Field Services Coordinator	7
Finance Director	18
Financial Programs Manager	15
Fire Chief	19
Forestry Crewleader	8
Forestry Foreman	9
Forestry Manager	15
Forestry Supervisor	11
Forestry Technician	5
General Services Custodian	5
GIS Analyst	12
GIS Coordinator	16
GIS Specialist	13
GIS Technician I	8
GIS Technician II	10
Grants Coordinator	11
Human Resources Assistant I	6
Human Resources Assistant II	7
Human Resources Assistant III	8
Human Resources Benefit Manager	13
Human Resources Director	18
Human Resources Generalist I	11
Human Resources Generalist II	12
I&I Coordinator	9

Personnel Schedules

Pay & Classification - by Title

Pay & Classification - October 1, 2009

Classification	Range
Information Specialist	11
Infrastructure Manager	15
Librarian I*	10
Librarian II*	12
Library Director	18
Library Manager	13
Library Technician I*	5
Library Technician II*	6
Library Technician III*	7
Library Technician IV	9
Line Locator	9
Logistics Officer	10
Logistics Technician	8
Management Analyst I	11
Management Analyst II	13
Marketing Specialist I	11
Marketing Specialist II	13
Mechanic I	6
Mechanic II	9
Mechanic III	10
Meter Reader III*	7
Meter Reader I*	5
Meter Reader II*	6
Meter Reader Supervisor	9
Meter Service Technician I*	6
Meter Service Technician II*	7
Meter Service Technician III	8
Meter Shop Supervisor	10
Network Administrator I	11
Network Administrator II	12
Network Administrator III*	14
Office Manager	9
Operations Technician I&I	8
PARD Director	18
Parks Development Manager	15
Parks Development Specialist	12
Parks Maintenance Crewleader	8
Parks Maintenance Foreman	9
Parks Maintenance Worker I	5
Parks Maintenance Worker II	6
Parks Maintenance Worker III	7

Pay & Classification - October 1, 2009

Classification	Range
Parks Manager	14
Parks Supervisor	10
Parts Inventory Technician	6
Payroll Coordinator	12
Payroll Technician	8
Planner*	12
Planning & Comm. Development Dir	18
Planning & Programs Administrator	16
Planning Coordinator	16
Planning Technician	9
Police Chief	19
Pretreatment Compliance Specialist	10
Principal Planner*	14
Programs Manager	14
Project Manager I	12
Project Manager II	13
Project Specialist I	9
Public Safety Officer	9
Public Services Manager	14
Public Works Operation Manager	15
Purchaser	11
Purchasing Assistant	7
Purchasing Manager	15
Purchasing Supervisor	13
Purchasing Technician	6
PW Liaison Construction Manager	16
Receptionist	5
Records Supervisor	10
Records Technician	6
Recreation Assistant Shift Leader*	7
Recreation Bldg. Attendant	2
Recreation Center Supervisor	11
Recreation Leader I*	4
Recreation Leader II*	5
Recreation Manager	14
Recreation Program Coordinator	9
Recreation Shift Leader*	8
Recycling Attendant I	4
Recycling Attendant II	5
Report Taker	7
Report Taker Supervisor	8

Personnel Schedules

Pay & Classification - by Title

Pay & Classification - October 1, 2009

Classification	Range
Safety & Risk Manager	16
Safety Program Coordinator	11
SCADA Technician	11
Senior Building Inspector	11
Senior Code Enforcement Officer	10
Senior Deputy Clerk	10
Senior Human Resources Manager	15
Senior Lab Analyst	10
Senior Planner*	13
Senior Utility Inspector	12
Senior Utility Services Manager	15
Senior Utility Worker*	7
Senior Water Plant Operator	11
Shop Foreman	11
Shop Superintendent	14
Shop Supervisor	11
Signs & Markings Technician I	5
Signs & Markings Technician II	6
Signs & Markings Technician III	7
Stormwater Technician	9
Street & Drainage Crewleader	8
Street & Drainage Superintendent	14
Street Foreman	9
Street Supervisor	10
System Support Specialist I	10
Systems Administrator I	12
Systems Administrator II	14
Systems Analyst I	11
Systems Analyst II	12
Technology Specialist I	12
Technology Specialist II	13
Telecommunications Operations Manager	14
Telecommunications Operator I*	8
Telecommunications Operator II*	9
Telecommunications Supervisor	12
Traffic Signal Supervisor	11
Traffic Signal Technician I	6
Traffic Signal Technician II	8
Traffic Signal Technician III	9
Transportation Planner II/III	14
Transportation Services Director	18

Pay & Classification - October 1, 2009

Classification	Range
Treasury Accountant	12
User Support Manager	14
Utilities Director	18
Utility Crew Leader	8
Utility Inventory Specialist	9
Utility Office Manager	12
Utility Operations Manager	15
Utility Supervisor	11
Utility Support Superintendent	12
Utility Systems Analyst	12
Utility Systems Integrator	13
Utility Worker I*	5
Utility Worker II*	6
Utility Worker III*	7
Victims Services Advocate	8
Victims Services Coordinator	11
W/WW System Mechanic I*	6
W/WW System Mechanic II*	7
W/WW System Mechanic III	8
W/WW System Mechanic IV	9
W/WW System Mechanic Supervisor	11
Water Conservation Specialist	10
Water Distribution Op II*	8
Water Distribution Operator I*	7
Water Distribution Operator III	9
Water Plant Operator II	9
Water Plant Maintenance Technician	6
Water Plant Operator I	8
Water Plant Supervisor	11
Waterline Maintenance Coordinator	9
WEB Administrator	12

Personnel Schedules

Pay & Classification - by Range

Pay & Classification - October 1, 2009

PAY RANGE 2	\$16,619.20 - \$24,252.80
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Recreation Bldg. Attendant

PAY RANGE 4	\$19,884.80 - \$29,473.60
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Bus Driver

Custodian

Recycling Attendant I

Recreation Leader I*

PAY RANGE 5	\$21,756.80 - \$32,489.60
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Administrative Technician I

Customer Service Representative I*

Equipment Operator I

Field Service Representative I*

Forestry Technician

General Services Custodian

Library Technician I*

Meter Reader I*

Parks Maintenance Worker I

Recreation Leader II*

Recycling Attendant II

Receptionist

Signs & Markings Technician I

Utility Worker I*

PAY RANGE 6	\$23,857.60 - \$35,796.80
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Accounting Technician I

Administrative Technician II

Animal Control Officer

Brush Service Rep

Contract Technician

Customer Service Representative II*

Deputy Clerk I

Equipment Operator II

Field Laboratory Technician

Field Service Representative II*

Human Resources Assistant I

Library Technician II*

Mechanic I

Meter Reader II*

Meter Service Technician I*

Parks Maintenance Worker II

Pay & Classification - October 1, 2009**PAY RANGE 6 (cont.)****\$23,857.60 - \$35,796.80**

Parts Inventory Technician
Purchasing Technician
Records Technician
Signs & Markings Technician II
Traffic Signal Technician I
Utility Worker II*
Water Plant Maintenance Technician
W/WW System Mechanic I*

PAY RANGE 7**\$26,124.80 - \$39,436.80**

Construction Inspection Assistant A/B*
Customer Service Representative III*
Deputy Clerk II
Equipment Operator III
Field Services Coordinator
Field Service Representative III/IV*
Human Resources Assistant II
Library Technician III*
Meter Reader III*
Meter Service Technician II*
Parks Maintenance Worker III
Purchasing Assistant
Recreation Assistant Shift Leader*
Report Taker
Signs & Markings Technician III
Utility Worker III*
Senior Utility Worker*
W/WW System Mechanic II*
Water Distribution Operator I*

PAY RANGE 8**\$28,641.60 - \$43,451.20**

Accounting Technician II
Administrative Technician III
Building Permit Technician
Buyer I
Computer Support Technician
Engineering Technician I*
Evidence Technician
Facility Maintenance Technician
Forestry Crewleader
GIS Technician I

Personnel Schedules

Pay & Classification - by Range

Pay & Classification - October 1, 2009

PAY RANGE 8 (cont.)

\$28,641.60 - \$43,451.20

Human Resources Assistant III
Logistics Technician
Meter Service Technician III
Operations Technician I&I
Parks Maintenance Crewleader
Payroll Technician
Recreation Shift Leader*
Report Taker Supervisor
Street & Drainage Crewleader
Telecommunications Operator I*
Traffic Signal Technician II
Utility Crew Leader
Victims Services Advocate
W/WW System Mechanic III
Water Distribution Op II*
Water Plant Operator I

PAY RANGE 9

\$31,366.40 - \$47,881.60

Administrative Assistant
Bridge Maintenance Specialist
Building Inspector
Buyer II
Code Enforcement Officer
Community Development Assistant
Construction Inspector I-A/I-B*
Court Bailiff
Engineering Technician II*
Environmental Lab Analyst
Facility Controls Electrician
Forestry Foreman
I&I Coordinator
Library Technician IV
Line Locator
Mechanic II
Meter Reader Supervisor
Office Manager
Parks Maintenance Foreman
Planning Technician
Project Specialist I
Public Safety Officer
Recreation Program Coordinator

Pay & Classification - October 1, 2009**PAY RANGE 9 (cont.)****\$31,366.40 - \$47,881.60**

Stormwater Technician
 Street Foreman
 Telecommunications Operator II*
 Traffic Signal Technician III
 Utility Inventory Specialist
 W/WW System Mechanic IV
 Water Distribution Operator III
 Waterline Maintenance Coordinator
 Water Plant Operator II

PAY RANGE 10**\$34,340.80- \$52,748.80**

Accountant I
 Animal Control Supervisor
 Arborist
 Athletics/Aquatics Programs Supervisor
 Communications Training Officer
 Customer Service Supervisor
 Engineering Assistant I*
 GIS Technician II
 Librarian I*
 Logistics Officer
 Mechanic III
 Meter Shop Supervisor
 Parks Supervisor
 Pretreatment Compliance Specialist
 Records Supervisor
 Senior Code Enforcement Officer
 Senior Deputy Clerk
 Senior Lab Analyst
 Street Supervisor
 System Support Specialist I
 Water Conservation Specialist

PAY RANGE 11**\$37,606.40 - \$58,136.00**

Accreditation Manager
 Assistant City Secretary
 Associate Planner*
 Budget Analyst I
 Code Enforcement Supervisor
 Commercial Inspector
 Construction Inspector II -A/ II-B*
 Contract Specialist

Personnel Schedules

Pay & Classification - by Range

Pay & Classification - October 1, 2009

PAY RANGE 11 (cont.)

\$37,606.40 - \$58,136.00

Crime Scene Specialist I
Engineering Assistant II*
Evidence Control Supervisor
Executive Administrative Assistant
Forestry Supervisor
Grants Coordinator
Human Resources Generalist I
Information Specialist
Management Analyst I
Marketing Specialist I
Network Administrator I
Purchaser
Recreation Center Supervisor
Safety Program Coordinator
SCADA Technician
Senior Building Inspector
Senior Water Plant Operator
Shop Foreman
Shop Supervisor
Systems Analyst I
Traffic Signal Supervisor
Utility Supervisor
Victims Services Coordinator
W/WW System Mechanic Supervisor
Water Plant Supervisor

PAY RANGE 12

\$41,204.80 - \$64,064.00

Accountant II
Asst. Street & Drainage Superintendent
Budget Analyst II
Chief Residential Inspector
Construction Inspector III*
Crime Scene Specialist II
Engineering Assistant III*
Engineering Associate I*
Facility Maintenance Coordinator
GIS Analyst
Human Resources Generalist II
Librarian II*
Network Administrator II
Parks Development Specialist
Payroll Coordinator
Planner*
Project Manager I
Senior Utility Inspector

Pay & Classification - October 1, 2009**PAY RANGE 12 (cont.)****\$41,204.80 - \$64,064.00**

Systems Administrator I
Systems Analyst II
Technology Specialist I
Telecommunications Supervisor
Treasury Accountant
Utility Office Manager
Utility Support Superintendent
Utility Systems Analyst
WEB Administrator

PAY RANGE 13**\$46,155.20 - \$72,238.40**

Accounting Supervisor
Budget Supervisor
Business Consultant
Chief Commercial Inspector
Chief Construction Inspector
Chief Electrical Inspector
Community Development Coordinator
Court Administrator
Engineering Associate II*
Environmental Systems Supervisor
GIS Specialist
Human Resources Benefit Manager
Library Manager
Management Analyst II
Marketing Specialist II
Purchasing Supervisor
Project Manager II
Senior Planner*
Technology Specialist II
Utility Systems Integrator

PAY RANGE 14**\$51,729.60 - \$81,473.60**

Athletics/Aquatics Manager
City Secretary
Database Administrator
Emergency Management Coordinator
Engineer I/II*
Network Administrator III*
Parks Manager
Principal Planner*
Programs Manager
Public Services Manager
Recreation Manager

Personnel Schedules

Pay & Classification - by Range

Pay & Classification - October 1, 2009

PAY RANGE 14 (cont.)	\$51,729.60 - \$81,473.60
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Shop Superintendent
Street & Drainage Superintendent
Systems Administrator II
Telecommunications Operations Manager
Transportation Planner II/III
User Support Manager

PAY RANGE 15	\$57,969.60 - \$91,894.40
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Administrative Manager
Budget Manager
Chief Building Official
Engineer III*
Financial Programs Manager
Forestry Manager
Infrastructure Manager
Parks Development Manager
Public Works Operation Manager
Purchasing Manager
Senior Utility Services Manager
Senior Human Resources Manager
Utility Operations Manager

PAY RANGE 16	\$66,393.60 - \$105,934.00
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Assistant City Engineer
Assistant Finance Director
Assistant PARD Director
Controller
Director, Convention & Visitor's Bureau
Enterprise Applications Manager
GIS Coordinator
Planning Coordinator
Planning & Programs Administrator
PW Liaison Construction Manager
Safety & Risk Manager

PAY RANGE 17	\$76,044.80 - \$122,137.60
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Communications Director

PAY RANGE 18	\$86,673.60 - \$141,252.80
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Asst. Police Chief
City Engineer

Pay & Classification - October 1, 2009**PAY RANGE 18 (cont.)****\$86,673.60 - \$141,252.80**

Finance Director

Human Resources Director

Library Director

PARD Director

Planning & Comm. Development Dir

Transportation Services Director

Utilities Director

PAY RANGE 19**\$98,904.00 - \$163,196.80**

Chief of PW Operations

Fire Chief

Police Chief

PAY RANGE 20**\$113,734.40 - \$187,678.40**

Assistant City Manager

*Denotes job is part of a Career Ladder

Personnel Schedules

Pay & Classification - Public Safety

Pay & Classification - October 1, 2009 **Tenure-Based Progression**

POLICE DEPARTMENT

Police Officer	\$44,090 - \$65,619
Police Sergeant	\$61,642 - \$78,584
Police Lieutenant	\$75,043 - \$90,790
Police Captain	\$86,081 - \$104,932

FIRE DEPARTMENT

Firefighter	\$38,176 - \$58,502
Driver	\$50,698 - \$64,355
Lieutenant	\$57,454 - \$70,791
Captain	\$65,112 - \$77,867
Battalion Chief	\$73,790 - \$85,642
Assistant Chief	\$81,182 - \$95,680